

Concordia University
Faculty Council of the John Molson School of Business
Minutes of the meeting May 19, 2006

JMSB-2006-05M

Present: J. Tomberlin (Chair)
S. Aberman (Prov.), A. Jaleel (Econ.), I. Aly (Acco.), K. Argheyd (Mana.), M. Armanious (CASA), C. Bayne (DS&MIS), S. Betton (Fina.), M. Bergier (Mktg.), H. Bhabra (Fina.), S. Brutus (Mana.), D. Carosielli (Reg.), S. Danaie (Facilities), B. Desai (Comp.Sci.), I. Dostaler (Mana.), A. Fagnoli (Reg.), J. Freed (Fina.), M. Genova (Staff), A. Harland (Lib.), M. Islam (Accol), G. Kanaan (Assoc. Dean), D. Kira (DS&MIS), R. Knitter (Mana.), T. Lituchy (Mana.), E. Lobo (CGSA), A. Mohammed (CASA), M. Mulrennan (SGS), K. Nolan (Reg.), I. Rakita (Fina.), P. Renaud (CASA), S. Robinson (Acco.), C. A. Ross (Mktg.), M. Sharma (DS&MIS), M. Singer (Provost), R. Vahidov (DS&MIS), L. Wong (Staff)

Absent with
Regret: A. Ahmad (Fina.), B. Campbell (Econ.), T. Correa (CASA), Sara Ghani (CASA), S. Goyal (DS&MIS), M. Horts (TESL), A. B. Ibrahim (Assoc. Dean), L. Katsanis (Mktg.), J. Kellett (CGSA), C. Lajeunesse (Pres.), S. Leblanc (CASA), J. Lim (Mktg.), M. Magnan (Assoc. Dean), S. Mustafa (Acco.), F. Nebebe (DS&MIS), J. Riven (Mana.), J. St-Germain (CASA), J. Zimmerman (CASA)

I Call to Order

The meeting was called to order at 09:35.

Draft profile for the position of the Dean, John Molson School of Business – JMSB-2006-05A-10

M. Singer outlined the steps taken to date by the Advisory Search Committee for the Dean, JMSB. Public presentations are scheduled for the fall conditional on obtaining a large enough pool of qualified candidates. He advised that the profile may be amended by the Search Committee based on the comments of Faculty Council members as noted in the minutes of the Council meeting.

The following comments regarding the profile were noted:

- The profile should indicate that preference would be given to candidates with a Doctorate in Business Administration
- It was suggested that an educational background in Management or related discipline be included.

M. Singer explained that restricting the educational qualifications would narrow, and likely extend, the search process. He confirmed that a corporate research firm had been engaged for the search and that the standard immigration terminology required by law appears in the advertisement that has been widely placed in North America and Europe. With regard to a question about the omission of the length of the term of appointment, he advised that the Consultant decided to leave it out.

It was agreed that Faculty Council members may send their comments to Susan.Aberman@Concordia.ca no later than Friday, May 26.

M. Singer stated that there will be an intensive visit schedule for any qualified candidate with faculty, staff, department chairs and groups of students. He emphasized the importance of JMSB faculty members becoming actively engaged in the search process particularly during the phase of the candidates' visits.

II Closed Meeting

Honorary Doctorates and JMSB Awards of Distinction as presented in confidential document JMSB-2006-05A-02.
The motion was carried unanimously.

III Open Meeting

IV Approval of Agenda – JMSB-2006-05A

It was moved by M. Sharma and seconded by T. Lituchy that Council approve the agenda as presented.
The motion was carried unanimously.

V Approval of the Minutes – JMSB-2006-04M

It was moved by M. Sharma and seconded by P. Renaud that Council approved the minutes as presented.
The motion was carried unanimously.

VI Chair's Report and Question Period (15 minutes)

J. Tomberlin reported on the success of the 2006 Best of the Best that raised \$115,000 for PhD fellowships. He congratulated the hosts, Joey and Odette Basmaji and the team in External Affairs for the high quality of the event. He advised that JMSB students continued a remarkably successful year placing second overall in the Defi Marketing and that the Commerce Entrepreneurship and Management Association team (CEMA), won the 2006 Ace (Advancing Canadian Entrepreneurship) Award for Innovation, their advisor, Tom O'Connell, was named a John Dobson ACE Fellow and Bakr Ibrahim was nominated for the Most Supportive Business Advisory Board Member Award. He urged faculty members to attend convocation on June 13th and emphasized the importance of their presence for the students and their families. The RSVP date has been extended indefinitely for the JMSB faculty to register on their Concordia portal or by calling A. Fagnoli.

With regard to First Class availability to alumni, J. Tomberlin advised that there is a provision to allow alumni accounts to be maintained for one year after which all inactive accounts will be deleted, allowing active accounts to continue. Lastly, he advised that the motion concerning the revision of university rules and procedures has been sent to the Board. It was noted that the motion was not discussed at the Board meeting and the rules and procedures were revised as originally planned.

M. Sharma advised that in addition to his \$10,000 donation for M.Sc. student awards in the name of his wife, Dr. Uma Sharma, he would donate \$5,000 in the name of his daughter Sandhya Sharma and \$5,000 in

the name of his daughter Swati Sharma for undergraduate student awards. Members of Council applauded M. Sharma's generosity.

In reply to a question about the status of the Paris EMBA program, J. Tomberlin reported that IFM, JMSB partners who are responsible for marketing and recruitment and the related expenses, violated the agreement by suspending admissions without giving the JMSB the required six-month notice. Until the on-going class finishes in July, every effort is being made to maintain a viable relationship with IFM. He advised that other institutions in Paris have expressed interest in a partnership for the program and based on the support of approximately ninety alumni in Paris and their overall satisfaction with the program, the possibility of forming a new partnership, with better management operations and no financial risk, will be explored. If a new partnership is negotiated, the proposal will be brought to Faculty Council.

One member of Council expressed his dismay in learning at the last Board meeting that the JMSB would pilot the implementation of electronic course evaluations in fall 2006. J. Tomberlin advised that the Provost and IITS have committed to implement electronic course evaluations across the university in fall 2007. The Chairs and Associate Deans were aware as this had been discussed at the Executive Committee meeting where Vice-Provost D. Morin asked if the JMSB would pilot the program this fall. Research on the system indicates that initially the response rate falls and increases over time and the quality of response is improved. He noted that the advantage of being first is that JMSB will have input to the parameters of the system. J. Tomberlin agreed to invite Vice-Provost D. Morin to the first meeting of Council in September to discuss concerns and questions about the system. He advised that he would be willing to delay implementation to January 2007 if it were the wish of Council members. During the ensuing discussion one faculty member, who was part of the electronic course evaluation committee, advised that the urgency for implementation was due to an estimated \$200,000 annual cost saving. Other benefits include increased participation and higher quality feedback in the long term and a decrease in the influence of the professor in the process. It was confirmed that the format of the questionnaire would not change although there is discussion of a uniform format across the university. It was noted that revisions to the format for full-time faculty require the approval of Faculty Council and the format for part-time faculty require the approval of CUPFA. It was agreed that further discussion be postponed until the fall when Vice-Provost D. Morin will be present.

J. Tomberlin was asked about the status of the Search Committee for the Director of the EMBA and AMBA Programs. He advised that the committee would meet next week.

It was moved by C. A. Ross and seconded by M. Sharma that Council extend a vote of thanks to Michel Bergier for his significant contributions to the school during his career and to wish him the best in his retirement.

The motion was carried unanimously.

J. Tomberlin welcomed I. Aly, newly appointed Acting Chair of the Department of Accountancy, to his first meeting of Council.

VII Business Arising from Previous Meeting

VIII Elections

- i) One part-time faculty member to be elected by acclamation to serve on the Distinguished Teaching Awards Committee for a year term, June 1, 2006 – May 31, 2007
This item will be brought forward to the next meeting of Council in September.
- ii) H. Simpkins, Marketing Department, was elected by acclamation to represent the JMSB on the Faculty Tribunal Pool for a two-year period, June 1, 2006 – May 31, 2008.
- iii) I. Dostaler, Management Department and H. Simpkins, Marketing Department, were elected by acclamation to serve on the Faculty Awards committee for a two-year term, June 1, 2006 – May 31, 2008.

- iv) The election of one full-time faculty member at the rank of Professor to represent the JMSB on the Distinguished Professor Emeritus Committee will be brought forward to the September meeting of Council.

IX Report: Graduate Programs, Research and Program Evaluation - JMSB-2006-05A-03

- i) Proposed Curriculum Changes to the Graduate Diploma in Administration – JMSB-2006-05A-04
It was moved by G. Kanaan and seconded by M. Sharma that Council grant speaking privileges for C. Bayne, Director, Graduate Diploma in Administration and Graduate Diploma in Sports Administration.

It was moved by G. Kanaan and seconded by I. Aly that Council approve the curriculum changes for the Graduate Diploma in Administration as described in document JMSB-2006-05A-04.

C. Bayne explained that the changes more accurately describe the distinctiveness of this career option and the course content.

The motion was carried unanimously.

- ii) Proposed Curriculum Changes to the Graduate Diploma in Chartered Accountancy – JMSB-2006-05A-05
It was moved by G. Kanaan and seconded by S. Robinson that Council grant speaking privileges to W. Roscoe, Director, Graduate Diploma in Chartered Accountancy.

The motion was carried unanimously.

W. Roscoe explained that the changes will allow students to take tutorial courses to enable them to master the material in preparation for the Uniform Final Examinations of the Order of Chartered Accountants of Quebec without obtaining failing grades. The revision is expected to eliminate the issue of low GPAs interfering with graduation that have been problematic for many years.

It was agreed that the last sentence of the description of the proposed text for ACCO613T be deleted to avoid confusion with ACCO613.

It was moved by G. Kanaan and seconded by I. Aly that Council approve the curriculum changes to the Graduate Diploma in Chartered Accountancy Program as described in document JMSB-2006-05A-05.

The motion was carried unanimously.

- iii) Proposed Curriculum Changes to the Graduate Certificate in Management Accounting – JMSB-2006-05A-06
It was moved by G. Kanaan and seconded by S. Robinson that Council grant speaking privileges to T. Hagyard, Director, Graduate Certificate in Management Accounting Program.

T. Hagyard explained that the changes address a small gap between current course offerings and the CMA syllabus with the addition of a course in taxation.

The motion was carried unanimously.

It was moved by G. Kanaan and seconded by I. Aly that Council approve the curriculum changes for the Graduate Certificate in Management Accounting Program as described in document JMSB-2006-05A-06.

The motion was carried unanimously.

- iv) Proposed Curriculum Changes to the MSc in Administration Program – JMSB-2006-05A-12
It was moved by G. Kanaan and seconded by K. Argheyd that Council grant speaking privilege to J. McGuire, Acting Director, PhD and MSc. Programs.

The motion was carried unanimously.

It was moved by G. Kanaan and seconded by K. Agheyd that Council approve the curriculum changes to the MSc in Administration Program as described in document JMSB-2006-05A-12.

J. McGuire explained that the changes were essentially housekeeping change to eliminate courses that have not been offered in several years. One faculty member expressed his concern about the long term viability of the MSc program noting that a comparison with HEC's highly successful MSc program reveals a vast array of choices for their students. J. McGuire advised that the courses being eliminated have been inactive for between nine and sixteen years and would not limit the choices of our students. She confirmed that the departments were reviewing the MSc curriculum with a view to developing elective that would be more attractive to the students. It was noted that a comparison of the HEC program with the JMSB program also reveals that the major difference between them is the emphasis on the quality of the Masters thesis required by the JMSB. The HEC thesis requires no empirical work, no formal defense and is supervised by one faculty member whereas the JMSB thesis requires empirical work, a formal defense and is supervised by a committee of three faculty members. It was suggested that this critical difference be publicized.

The motion was carried unanimously.

- v) Proposed Curriculum Changes to the John Molson MBA Program – JMSB-2006-05A-13
It was moved by G. Kanaan and seconded by I. Aly that Council approve the curriculum changes to the John Molson MBA program as described in document JMSB-2006-05A-13.

H. Bhabra explained that the changes involve the provisions for Diploma in Chartered Accountancy students admitted to the accelerated MBA Programs and the updating of some MBA core courses.

The motion was carried unanimously.

- vi) Proposed Curriculum Changes to the Graduate Certificate in Administration – JMSB-2006-05A-14
It was moved by G. Kanaan and seconded by I. Aly that Council approve the curriculum changes for the Graduate Certificate in Administration as described in document JMSB-2006-05A-14.

C. Bayne explained that the changes more accurately reflect the career needs of DIA students.

The motion was carried unanimously.

On behalf of Dr. Ibrahim, G. Kanaan thanked the program directors for their work.

- vii) Proposed Minor Curriculum Changes to Specific DESC Courses in the JMSB Undergraduate Program – JMSB-2006-05A-15
It was moved by G. Kanaan and seconded by M. Sharma that Council approve the curriculum changes to the Undergraduate Program as described in document JMSB-2006-05A-15.

The motion was carried unanimously.

- viii) Proposed Minor Changes and Major (Creation of Certificate of Accountancy) Curriculum Changes to the JMSB Undergraduate Program – JMSB-2006-05A-16
It was moved by G. Kanaan and seconded by M. Sharma that Council approve the undergraduate curriculum changes related to specific courses as well as the creation of a Certificate in Accountancy as described in document JMSB-2006-05A-16.

The motion was carried unanimously.

- ix) Proposed Curriculum Change to the Undergraduate Finance Course, ADMI 202 - JMSB-2006-05A-07
It was moved by G. Kanaan and seconded by M. Islam that Council approve the undergraduate curriculum change as described in document JMSB-2006-05A-07.

It was suggested that a condition be added to the proposed text stipulating that students who take ADMI202 cannot take MANA369 for credit because of the similarity of the course content. G. Kanaan explained that ADMI202 is restricted to non-commerce students and in the event a student who has taken ADMI202 is admitted to the business school, credit will not be given for ADMI202. It was pointed out that the issue involves the redundancy in the student's education that would allow for three easy credits in the B.Comm. G. Kanaan suggested that the condition be included in the MANA369 course description because ADMI202 is specific to non-commerce students. J. Tomberlin suggested that the issue be brought back to the curriculum committee which would likely result in adding the provision to both descriptions, ADMI202 and MANA369.

It was moved by K. Argheyd and seconded by J. Freed that a condition be added to the proposed text stipulating that students who take ADMI202 cannot take MANA369 for credit because of the similarity of the course content.

Two members of Council stated that the stipulation should be included in both ADMI202 and MANA369 course descriptions. As a point of clarification, the description of MANA369 was read to members of Council. It was suggested that the provision be included in ADMI202 now and added to MANA369 at a later date. G. Kanaan stated that he would prefer to have the Undergraduate Curriculum Committee consider both courses at the same time. J. Tomberlin suggested that a motion be made to amend both course descriptions now contingent of the approval of the Undergraduate Curriculum Committee which would ensure approval by Senate before the fall.

A vote was taken on the amendment: The amendment was carried (9 in favor, 5 opposed 14 abstentions)

A vote was taken on the main motion as amended: The motion was carried as amended (14 in favor, 3 opposed, 9 abstentions)

- X Report: Administrative Affairs and Human Resources
There was nothing to report.
- XI Standing Report on the status of the new JMSB building
There was nothing to report.
- XII CGSA Report
E. Lobo introduced incoming President Raffi Schieir and thanked the Dean and Associate Dean for their support of CGSA initiatives throughout the year.
- XIII Staff Report
L. Wong reported that S. Nelson will replace M. Genova as staff representative on Council effective June 1, 2006 and thanked M. Genova for her dedication and participation at Council.
- XIV Report: External Affairs and Executive Programs
There was no report.
- XV Report: Undergraduate Programs, Academic and Student Affairs – JMSB-2006-05A-08
The activity report was received. G. Kanaan highlighted the admissions data noting that this is the first year the programs have had summer admissions.

XVI Reports from School Representatives on University Committees

- viii) Board of Governors – JMSB-2006-05A-09
The report was received.
- ix) Council of the School of Graduate Studies
M. Mulrennan reported that the second phase of the admissions audit will involve a survey of the admissions process to be completed by GPD and GPAs.

There were no reports from the representatives of the following committees.

- i) University Senate
- ii) Arts and Science Faculty Council
- iii) Senate Academic Planning and Priorities
- iv) Senate Academic Programs Committee
- v) Senate Research Committee
- vi) University Library Committee
- vii) Undergraduate Scholarships and Awards Sub-committee

XVII CASA Report - JMSB-2006-05A-17

The report was received. A. Muhummed reported that the new CASA executive team started on May 1st. He announced that the JMSB will be hosting the BDC business plan competition for all Quebec schools that will include students from all Concordia's Faculties. The Business Development Bank has donated \$60,000 towards the competition and the winner of the competition will compete in the national competition that offers a \$100,000 prize to the winner and a mentorship program. With regard to Defi Marketing, he advised that despite ranking second the corporation has chosen to implement the strategy developed by the JMSB team.

XVIII New Business

- i) A strategic scorecard to support Concordia's strategic planning – JMSB-2006-05A-11
J. Tomberlin advised that SECOR Consulting had been engaged to help develop measurements outlined in the university document entitled Moving Ahead and that B. Tucker, Director of Institutional Planning, was developing additional measures. Two faculty members expressed strong concern about the possible implementation of measurements, including performance measurements that would impact on the Faculty without due consultation and input from Faculty Councils. The Dean agreed to relay the concerns of Council members to Mr. Tucker. It was agreed that due to time constraints this item would be brought forward to the next meeting in the fall and B. Tucker would be invited to lend his expertise to the discussions.

XIX Other Business

- i) Summer Quorum – one-third of the membership
It was moved by M. Sharma and seconded by I. Aly that Council approve a summer quorum of one-third membership. The motion was carried unanimously.
- ii) External Representation for 2006-2007 Council of the John Molson School of Business
Other University Service Department - 2005-2006: Facilities Management
Two (2) representatives from different departments – 2005-2006: Computer Science and TESL
It was moved by M. Sharma and seconded by S. Betton that Council invite representatives from Facilities Management, Computer Science and TESL to the JMSB Council for the 2006-2007 academic year. The motion was carried unanimously.

XX Adjournment

It was moved by M. Sharma and seconded by I. Aly that the meeting be adjourned.

The motion was carried unanimously.

The meeting was adjourned at 12:15.

XXI Next meeting

The next regular meeting of the JMSB Faculty Council will be scheduled in mid-September 2006. The schedule of meetings for the 2006-2007 academic year will be sent to Council members in early August.

